

# Occupational Health and Safety Policy

**Karo Pharma (Karo) wants to fulfil its purpose of delivering smart choices for everyday healthcare in the most responsible way – towards society, people and the environment.**

We want to secure that the working environment is safe and healthy for our employees and to secure - via a thorough and robust Supplier qualification process - that our subcontractors do the same.

That is why Karo:

- ✓ Sets common global standards for work environment, health and safety
- ✓ Adheres to the national legislation and labour standards, UN Global Compact 10 Principles on human rights and labour standards, environment and anti-corruption, and
- ✓ Requires its third-party suppliers to fully comply with all relevant national and local regulation within the area.

## **Our commitments to our employees and our commitment when selecting suppliers:**

- Karo respects all international laws and regulations concerning health and safety and will create and monitor a working place which is safe and healthy.
- Karo adheres to local and national standards of health and safety in the workplace, minimum wage and working hour requirements.
- We continuously seek improvement of the management system and performance related to the quality, environment, health and safety area and encourage participation of relevant employees in this improvement effort.
- We actively seek to eliminate health and safety hazards, reduce risks related to employment at Karo and to promote healthy lifestyle choices among employees.
- Karo fulfils compliance obligations with applicable legal and regulatory requirements as well as other agreements we have joined (e.g. the UN Global Compact).
- We collaborate with our employees for a safe environment and take measures and precautions to prevent employees to be exposed to harm or accidents by planning, leading and controlling the business to implement a safe environment.
- Karo has a wellness program in place for its employees.

### Child Labour

- Karo strongly believes in the protection of the young and vulnerable. The practice of employing ‘child labour’ is unacceptable in any and all circumstances.
- Karo does not employ staff that is below the national minimum age for employment.
- Karo requires that third party suppliers do not employ staff that is below the national minimum age for employment.
- It is the responsibility all Karo suppliers to comply with local and national standards of age for employment as well as health and safety in the workplace, minimum wage, and working hours.
- Employment of underage workers, either directly or as outworkers, by a supplier constitutes grounds for termination of Karo’s trading relationship with the supplier.

### Universal Declaration of Human Rights

Karo adheres to the Universal Declaration of Human Rights. The Karo business operates in line with the following:

- Principles 1 and 2: Supports and respects the protection of internationally proclaimed human rights; and making sure there are no human rights abuses; ensures that all employees are treated equally, fairly and with respect regardless of race, gender, age, national origin, religion, sexual orientation or political affiliation.
- Principle 3: Upholds the freedom of association and the effective recognition of the right to collective bargaining; respects all international laws and regulations concerning information to and cooperation with work councils and unions; by promoting good relationships with the representatives of our employees, Karo wants to create an atmosphere of open communication and fair treatment.
- Principle 4: The elimination of all forms of forced and compulsory labour.
- Principle 5: The effective abolition of child labour; in line with ILO conventions; strictly opposes child labour and other forms of exploitation of children and minority groups (see above on child labour).
- Principle 6: The elimination of discrimination in respect of employment and occupation; respects all international laws and regulations concerning employment principles: minimum wage, working hour requirements and wage equality.
- Additionally: Karo supports and respects GDPR regulations and privacy protection: Employee data are handled strictly confidential and all information data shall be guided by the principles “Need to know” and “Need to do”. Karo considers privacy as a fundamental right of people and respects international and national privacy laws in all HR policies.

**Global Compact 10 Principles on human rights, labour standards, environment and anti-corruption**

Karo adheres to the Global Compact 10 Principles as summarized below.

*Human Rights*

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.
- Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

*Labour*

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Principle 4: Work for the elimination of all forms of forced and compulsory labour.
- Principle 5: Secure the effective abolition of child labour.
- Principle 6: Eliminate discrimination in respect of employment and occupation.

*Environment*

- Principle 7: Businesses should support a precautionary approach to environmental challenges.
- Principle 8: Undertake initiatives to promote greater environmental responsibility.
- Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

*Anti-Corruption*

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

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